

62 - FACILITIES / BUILDING CAMPAIGN - Limited action on building a church; Need to move forward with the building; Need more room; need to let people know we are serious about building; tired of planning and not doing; bigger gift shop; bigger kitchen; don't have enough space for everything we are doing and want to do; Accommodation for handicapped; Building a church now; Need to grow more and create space; Are we willing to take the financial risks to grow; Inadequate (too crowded) facility for size of growing parish; Inadequate space for Sunday School and other classes; Inadequate kitchen space; Inadequate space for meetings and activities; Inadequate space for choir and chanters; Inadequate space for parishioners in wheelchair(s); Our grounds look rough & especially by the main road our church should look more appealing and maintained; There is not enough room for our members, much less any visitors; We need to move forward and start building; We need to move forward and start building; Needing a multi-purpose/community building or sanctuary; Building fundraiser is dying; Facilities are too small; Lack of Space; There is not enough room for our members, much less any visitors; The cost of building is only going to rise; Difficulty with Building Campaign; We act like a large parish but don't have the facilities to accommodate all of the programs being run at the church; Worship and Fellowship Spaces Too Small for Congregation; Lack of space to grow; Buildings do not meet current needs based on size of the congregation as our family grows; Building Space is inadequate; Land use plan has changed with no follow up; groundbreaking 2 years ago and still nothing; We are out of space but at the same time, we have not been able to establish a clear vision and mindset to receive the money to build; Lack of space, both in the church and in terms of classrooms: we aren't able to provide a nursery, nursing mother's space, or Sunday School for pre-k and toddlers which would make it easier for newcomers and visitors to be a part of service; Cramped conditions in PLC diminish "coffee-hour" experience; We may not pursue the capital campaign at the level or increased level that got us mortgage free and out of debt in the first place. A massive effort is still needed to raise the funds we need to pay off a new mortgage; Our church is too small and tight; Lack of space and sufficient infrastructure to support our growing parish; Facility is getting cramped for size of congregation; Current facility sizes; Condition of our facilities; We lose people that hate to We have out grown our Worship area; feel claustrophobic; Not enough space!; Not enough facilities; Our community will need to build the church we desire with our own funds and talents. Reality as I see it, we will not build and grow unless every one of us invests in the future of this church; Physical plant, while impressive in its own way, is a bit sub-standard. Example: an improvement would be realized if the altar personnel did not have to enter through the men's restroom, if only in a symbolic way; We act like a large parish but don't have the facilities to accommodate all of the programs being run at the church; Needing a multi-purpose/community building or sanctuary; handicapped parking; Parish is comfortable in current facilities just as they are; Outgrown current facilities; Community does not see any positive plans to move forward with building the new PLC; limited pool of money for Million-dollar projects; The PLC is tight and loud during coffee hour and may deter older parishioners and folks with young kids from staying for fellowship; We struggle to commit to and follow through with large scale projects and

donating. This partly because we are a young community and will grow over time; No personal visits for capital campaign; Galas are nice but no personal follow up on ask; No apparent action on asking big donors around Ga for significant contributions?

48 - STEWARDSHIP & ENGAGEMENT - Not enough volunteers; Too much emphasis on the Greek Festival; Budgeting/fundraising for operational needs; Reliance on volunteers; Too few parishioners involved with and working in our programs although this seems to have improved for some programs over the last few years; Fundraising; Weak Stewardship plan; Poor tithing?; Financially immature; 20/80 rule? 20% of people doing 80% of work; we have no big money doners; Need to always watch to not outgrow our cash flow; Money; Tough time talking about stewardship and money and what it means in addition to treasure; we need \$5m; we need Tithing; Lack of follow through on financial stewardship pledges; Not enough folks involved in the work of the community; Unable to pull in big donors; Much of the work of the community is done within a few individuals; Lack of substantial financial donors for new building projects; Traditional large donor fund raising from external donors has been limited by a lack of personal connections to wealthy donors in other parishes in the Greek Orthodox Archdiocese of America; Giving and donations; Lack of substantial financial donors for new building projects; A parish community that puts Stewardship as giving from need instead of from gratitude; Volunteerism as an asked request vs. a forward-thinking initiative; Fund Raising – We struggle with fundraising; Need others to step up; Not enough financial resources to fund big projects; As a parish we may lack the willingness and fortitude to take on such a mortgage; Financially challenged -- we can't grow staff or facilities; we don't have the funds to grow staff or facilities; Volunteer organization; Understaffed for ministry needs; Non-Financial Stewardship via volunteering and utilizing individual skill sets (such as accounting) to further Parish Goals; Difficulty raising funds; Traditional large donor fund raising from internal donors has been limited by a lack of wealthy parishioners with personal or foundation wealth; Financial viability; We are a young community and both financial abilities to donate and sports come into to play; People are busy with their careers and their kids activities and they don't/can't take on more responsibility with church commitments (ex- heading up a ministry); Need to get more parish member to be involved with the growth; Difficult to motivate people to give their time and talent; Over reliance on a small number of key people; Need to improve getting more people involved in our ministries; We are all a bunch of middle-class folks who just get by; need to be vested financially and with time; Planned giving program is missing; Need to enhance stewardship;

44 - LEADERSHIP / PARISH COUNCIL / MINISTRIES - Parish Council filled with the same people every year [we need term limits]; It seems like current Parish Council board is based on dictator/autocratic style; PC must represent the people in the community, they are not Putin & oligarchs; People with big egos that create conflict; Conflict resolution; Leadership needs to speak with each other to address issues; Need to communicate with each other when we have issues; We don't have a unified clear vision for where we are going; Past Leadership incorrectly managing

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budget/procedures; Financial reporting; Poor Financial Controls; Finances are not in order; Have not had a proper P&L or Budget Vs. Actuals in over 2 years; Conflict resolution inside of the community; There is a sense of a lack of trust or confidence in the leadership; Council Members; No communication on whom is the bod; No explained process for election of BOD; Too many chiefs at times and too many in positions for their own personal benefit or gain and not the benefit of the church; The lack of term limits for parish council can give the impression that it is just a good old boys club and only certain people can be on the council. Term limits can allow more frequently fresh ideas to come through when new people come on board. It keeps it new, fresh, exciting and away from the idea that the parish members don't truly have a say in things; The fact that the parish members cannot elect the specific offices and that only parish council does is too fishy and weird. It may be how things have been done but it does not look good from the outside; The ministries will either suffer or fail if the current leader is not developing and mentoring their replacement. This should not be done when the leader has decided to leave, but when they have first taken the position. Should be continued the whole time the leader is in the position; The same handful of "pushy/controlling personalities" that lead different events and activities can be off-putting, pushing away others to volunteer; No official means to contact board of directors; No official update on decisions made other than word of mouth; Leadership Mentoring – Every ministry lead should have an executive leader for the following reasons; Mentoring your replacement; The executive officer of the ministries is second in command, so when the leader is not available, the ministry can carry on with business as usual. The executive officer can take on some tasks from the leader; Execution on long-term projects; Same people on PC continuously – need term limitations; Budgeting; Completing projects; Staying in our own lanes – Ministry leaders need to stay in their own lanes. When they need services that belong to other ministries, they need to communicate with those ministries and let them perform their duties. Going out of one's lane causes confusion, and chaos, and misses the mark of excellence; Although I see that Sts RNI is stronger in this area than other churches it still seems a weakness as we are changing ministry leaders and growing. This is where the family of the church can fall apart and lose itself. Trust can be lost, respect can be lost and people can leave all from a lack of communication and people staying in their own lanes; Egos sometimes get in the way of collaboration; Lack of communications for process for decisions from board of directors; Common Vision for the Community among Leaders; Inclusion of ministry leads for planning purposes when it involves them is something that needs to be improved; Still a Sunday-Only attitude among Leaders; Weak activity in sacramental life of a majority of Leaders; Weak leadership development on the part of the parish priest; Leadership development; Need to have member step up to leadership roles; Intentional mentoring opportunities for women in various stages of life is something I'd like to see and be a part of myself.

37 - YOUTH ISSUES & YOUTH MINISTRIES ENGAGEMENT & SUNDAY SCHOOL

- I believe we need to find ways to keep younger age, such as college aged, people within the church. Whether it is a strong youth group or even bible

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studies, we just overall lack a way to reach out to these younger parishioners; GOYA is weak - Leadership for this age group is weak; Lack of parent involvement for youth programs; Weak Young Adult Education and Engagement more than occasionally; Youth leaving the church after they graduate – need more organizations for youth at church; Young adult retention; Children doubling up in grades for Sunday school; Youth & Young Adult engagement is lagging/lacking; More YAL activities; Better youth involvement and community; Coming to the Church before becoming Orthodox, it didn't seem like the youth groups were reaching out and being as friendly as would've been appreciated, and not many seem to participate in Sunday School lessons. I realize this goes beyond just what the Parish can do, but maybe more "new student" events/meet and greets?; A lot of the teens that I've met have been nice and somewhat willing to talk, but they all seem "clique-ish." Not quite sure how to help that problem; From a YAL standpoint, about 50 - 75% of the group is gone during Fall and Spring to college, making it difficult to create frequent events with large turnout; Outside youth programs schedule on Sundays; Coordinating monthly youth group events that are fun and collaborative with other ministries in the church; My children have had a hard time connecting to other young people in Sunday School; A list of what we want to see our graduating young people doing, believing, practicing, when they leave/graduate out of our program could be helpful in directing curriculum for the Sunday School time and what activities are planned each year for student ministries. It may exist, but a clear purpose of SS that is simplified into a mantra that's repeated so parents and teachers understand what the purpose is; GOYA; Our youth need more engaging activities relevant to all types of personalities; Sunday school should be different for older kids. They are bored.; we are losing our youth!; Youth Engagement – Although I see our youth engaged in many tasks and responsibilities in the church, we need to get them more involved. This would be inviting youth to be involved in the ministries where age appropriate; We need to do more with our youth; GOYA Basketball twice a month; Hope and Joy needs to be more engaging; Engaging the youth, with their talents and energy, will keep them in the Church. This should be one of our primary goals; An idea may be rather than weekly Sunday school for our teens, there is a speaker that attracts them and a seminar one Sunday per month; Opportunities for service for teens and young adults; Journey To Fullness for Youth – We need to invest in creating Journey To Fullness for Youth; Providing substantive opportunities for our young adults to participate as Junior Parish; Small community; Not enough youth for a strong youth program that appeals to pre-teens and teens; Weak Youth Education; Not enough engagement or even population of young adults; Basic Bible knowledge among the children seems very low; Although the faith of our children is clearly important, it *feels* like we do not have a uniting vision for the purpose of Sunday School, Hope and Joy, or GOYA that transfers into clear activities that support that vision/mission; Our SS enrollment is reported in the announcements each week as a huge victory, but yet actual attendance seems very low. While our older kids have felt assuredly that their teachers care for them and welcome them, there seems to be little enthusiasm among their peers over the material; In our experience, the later elementary through middle school age specifically is a tough crowd. Children generally seem disrespectful of the teachers and there is unhelpful speech among the kids in and out of class.

20 - COMMUNICATIONS / SOCIAL MEDIA OUTREACH - Fr Barnabas going all around, and we are missing place on website for his speeches; Lack of communication causes disorganization, attitudes that are not pleasing, irritations, and can break down the overall feeling and atmosphere in which we are trying to develop in the church; STSRNI App – We need an STSRNI App (Again, I could design it) that will allow us to reach out to all our church family and friends. Here are a few ideas: User Sign-up and access, Donations, Church Calendar, Church Content, Missions and Ministries, Sign up for ministries, Church Services Content, Bulletin, Needing Prayers, Needing Help, Send a message to the Priest, Social Media Connection, Same folks doing the same jobs year after year; Communication between parish members; Communication overall between ministries, parish council to ministries, and from liaisons to ministry leads etc.. is weak; The more communication we have the better each ministry can function and then the overall feeling, attitudes, atmosphere and morale is changed for the good; Communication – Communication at times is very weak between ministries; Effective communication between volunteers; Bible Study, Journey To Fullness, and Adult Education management – We need a management system (which I could design), to manage the content, the marketing, user sign-up and access, and user access to content; Communication: For Sunday School: I remember receiving emails at some point updating me as a parent of what was being taught (debrief of current week and a preview for next class). For what various ministries do: I know Philoptochos does a lot of charitable work and giving, but it would be nice to have those things featured regularly. It's okay to toot our own horn about things and make known opportunities for parishioners to serve and join in where they can. If we don't know, we can't participate or direct others who may need certain ministries to where they can find help; In contrast to the strength, I feel like the parish could possibly be a little more present with getting new people involved and communicated with. there could be a readily and easily available person or site they go to, to get the basic information, like church service times, quick sign up for communication emails, information about all the church families, the board leaders, etc. Things seem to be organized, but I think they could flow better. Not awkward and forceful, but fun. It's also been difficult to get immersed in the youth chat groups, and some events are sent out that I know nothing about; There is no Church Community page/website/bulletin board/other media TBD, where if you need a plumber for example, you can get a trusted recommendation from a fellow parishioner, think of it as Sts RNI's Angie's list; Many have been reached, but how many more are we missing? We need to invest in a few more systems and create some professional media content to go with our streaming; There's other Orthodox churches that have websites with events and groups for their own community, but information about it hasn't been explained or sometimes even sent out to new people; More Social Media, Instagram, Ticktock; Media – We need to step up our game with our media outreach; We also need to do more social media outreach; We don't communicate all the resources we have; Ministries and activities conflict in schedule and do not communicate to avoid conflicts.

18 - PRIEST / STAFFING SHORTAGES - Father Barnabas He needs a priest to mentor his replacement when he is not going to be able to continue as a full-time parish priest; – Father Barnabas is our only priest; Father Barnabas needs a second priest; We need a second priest sooner than later. The second priest is needed when Father is away either on vacation, ill, or doing other things that are necessary and required; Priest staff too small; Only one priest; Our Priest has mentioned ending his service in his position. This is always done in an indirect way – no specific plans on retiring are disclosed, however, it is a concern; Priest staff too small and stretched thin; Need another priest for more services; More clergy needed; Small paid staff; Lack of ability to hire support for Father Barnabas; Of course, that is where a second priest and more deacons will be needed; Big footsteps to follow. He needs help visiting homes, hospitals, assisting living, prisons, and other places where needed; While it is understood that Sts RNI is not organized solely around one individual, our Priest is considered so valuable that it provokes the fear that any replacement would be deflating to the vigor of the congregation. As a partial solution, could the Parish consider a benefit for the Priest that would address “wellness”? Perhaps an additional budget for a “health coach” or personal trainer? This would be dependent on the appetite for the Priest to accept this type of benefit; Need more clergy; Need more liturgical staff; Fr Barnabas overworked, and he is critical to growth of the church; Planned giving program is missing; Need to enhance stewardship.

14 - CRADLE / CONVERT & LANGUAGE ISSUES - The church has and may continue to “lose” the Greek population because they feel like the culture is ‘dying’ and they are the minorities due to our parish has a significant number of converts; This may not be as serious of an issue, as I see and experience people who have been Orthodox all their lives and people who recently joined the Church love each other and have no animosity toward each other; Due to large # of converts, mostly English in services (losing the Greek); the only way someone is truly accepted (by Greeks) is if you’re married to a Greek person; Ideology of majority and leadership leans too far right/ can be off-putting for those in the middle; Since we are a Greek Orthodox church, we are missing the Greek language in the liturgy and the hymns. We are too English oriented; However, tensions or biases between Greeks and Non-Greeks could still exist and create internal tension in our parish hurting our goal of being an Icon of Paradise; Greeks complain there’s too many kseni (non-Greeks) at RNI; Also, there’s a misperception that Marietta & Cathedral have 80% Greek people (my understanding is that both churches have similar ratio as RNI, 40% Greek/60% converts*)? Also, 60% converts = people not married to a Greek person!!; A potential weakness could be a “us and them” mentality between the cradle and convert Orthodox; Many new to Orthodoxy; Rate of converts outpacing aging Cradle converts (potential loss of knowledge); Converts are zealous; Despite finding our diversity as a strength, I grew up in a mostly ethnic Greek community at church, and sometimes I feel the Greek from Greek Orthodox is slipping away in our church. I don’t want that to happen. Greek culture and Orthodox faith are woven as one fabric for me, I need that fabric to drape around the community despite our heritage differences. I would love it if we could hire a teacher to start a Greek Language program

a class for adults - a class for young adults - a class for children. This would require paying a tuition so the teacher could be paid. Minimally start a class so everyone learns to say the Lord's Prayer in Greek. However, a real class in the language would be a great benefit for all our future priests in the parish; Long term retention of new converts; Wants more liturgy with Greek.

12 - ADULT RELIGIOUS EDUCATION - Bible Study – We need to offer Bible Study more than just 10:30 AM during the week. Since many of us work at that time we cannot always or ever attend; Adult Education – We need to add Adult Education, but not at the same time as Sunday School; Weak participation in Adult Religious education; No adult spiritual education outside of bible study during the day and for folks seeking the faith; No opportunities for men's and or women's spiritual growth and or retreats; Don't always explain all of the traditions and understand why we do what we do; Size; Weak emphasis on our Church history; Adult education is almost non-existent; Awareness of corporate fasting and having only fast-friendly foods featured during those; Lack parent connection with the Sunday school curriculum and goals in order to further the learning in our own "little churches."; Nothing that articulates all of what the parish is doing to help new parishioners assimilate; We don't have a team to help explain what is going on during church services to visitors; I worry that our community does not understand many standards of the faith and how to behave in the church. For example, how to dress for church, how to sit in church, and other aspects that are not necessarily blatantly taught; After chrismation minimal instruction in customs.

11 - LITURGICAL/CHURCH SERVICES ISSUES - Lacking a hymnal for liturgy and other services; All GOC Android Apps have different lyrics than what is sung during the Liturgy and other services; In addition, it would be helpful to those who want to sing and can read music to more accurately match pitch seeing the notes on a music staff; need the same app the deacon and chanters use to be able to follow the services on a phone/ipad; We need a Saturday evening communion. Not just for convenience but for those that prefer to not be so crowded; Teens would also prefer an evening service on the weekend; Lack of attendance during weekly services/vespers; Late people should not be allowed or ushered to the front regardless of their insistence or space. It is distracting & disrespectful; Low ministry engagement outside of Greek festival; Participation in services outside of Sunday's is minimal; Few people show up for weekly services; Liturgy people come in late.

10 - IN-REACH, PARISHIONER CARE ISSUES - Outreach to our local parishioners when they have been absent; Means to keep congregation connected – Men's, Women's groups, socials etc.; We need a system in place to make sure if someone is missing several weeks it is noticed with a simple phone call or post card, saying we love you and we are happy you are part of our parish, "I just wanted to let you know you are loved and remembered, etc." We must be careful we are reaching out with love, and they do not feel like it is a "where have you been?" scolding. I do understand it is a fine line, but I have seen it add to church growth and personal spiritual growth in the individual

and the church. However, without Sunday school classes in the adult side of church I am also not sure how this can be done. With children's Sunday school it is an easy task as teachers would know who is and is not in attendance; Perhaps establishing "Care Group Leaders" in the adult side of church, with very active parishioners assigned to 5-7 not so active members to be the touchpoint help church families to learn financial planning and debt free living which would also free them to be able to give and support church needs better. I have started down this path, and I am seeing personal success in this process of debt elimination and learning contentment for current and cutback lifestyle choices which excites me for what I can accomplish in current and future giving. <https://www.ramseysolutions.com/ramseyplus/financial-peace>. The better we can care for ourselves the more we can help our communities; While we have tremendous hospitality at the church itself, we have not had the opportunity to fellowship with families much on a consistent basis outside of services and church activities; Outside of Coffee Hour, we have few opportunities to intentionally gather and cultivate friendships (mentoring and smaller group studies are possible solutions); Lack of intentional discussion and/or ways to come alongside parishioners whose families are struggling through cultural problems presented by Fr. Barnabas (especially LGBT issues); In the past, we have been at churches where weekly, monthly, or quarterly community or "care" groups seek to bridge the lack of overlap in our everyday lives due to distance, stage of life, etc.; Once you are no longer new, there is a period of being lost or forgotten. We need people to check in on those that are in a stage between new & seeking; Not always encourage other Greek Orthodox people to join parish who live nearby.

9 - RESISTANCE TO CHANGE / GROWING ISSUES - For a church that is only 20 years old, there is a lot of "that's the way we've always done it here"; Some resistance to change (we've always done it this way); The inability to change past practices to prepare for future growth; Talk big while thinking and acting small; As you grow it becomes harder to keep the good fellowship and the quaint culture we have. That is our biggest challenge going forward, productively managing growth; We do not, as a parish that I am aware, actively encourage and recruit existing Greek and other Orthodox Christians to join our parish family; We are in a familial stage of church growth and until we embrace a more corporate stage, we won't grow. To do this, there are folks who need to be more open to others; It will be much healthier for the future if we all can be vested in the growth of the church. If we are all vested, the STSRNI will prosper for generations; Still a mission-parish after a very long time.

4 - SERMONS / SOCIAL/POLITICAL ISSUES - Fr B's sermons, while being one of our greatest strengths, can turn people off in certain aspects; Fr. Barnabas has alienated many teens & young adults and be perceived as homophobic; he's also very extreme in his points of view (very conservative); Embedding too much politics or 'other side' topics in Gospel sermons—have heard people express distrust because of this; There's a feeling that his personal opinions are displayed during his homilies.

4 - COFFEE HOUR ISSUES - Coffee Hours; COFFEE IS WEAK @ Coffee Hour after Liturgy; "Coffee hour" expectations too high. No one wants to sign up if they

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feel they have to feed 100 people enough food for it to be considered “lunch.” Coffee hour should be just that—coffee and a snack; Need better Coffee!!!!!!

4 - LOCATION - The dispersal of where families live makes it difficult to connect outside of church in fellowship or service; Location is not ideal relative to population centers; Congregation is geographically scattered, many live distant; People live far away from the church

3 - ALTAR BOYS - There is no formal training program for altar boys; Schedule for altar boys so they know when they are serving and others feel welcome to join because there is room made for newcomers, too; It feels like the first-come-first-serve race to the altar that is happening now would deter new young men from coming forward to ask about serving. Maybe incorporate an invitation and basic training/orientation into Sunday School at a certain age. An orientation of some sort, and then regular meetings for additional instruction and fellowship seems like an appropriate thing? I don't have any idea how that is done at other parishes, and this is just me thinking off the top of my head.

3 - LACK OF MISSIONS AND PHILANTHROPY - Serve more community in need other than Family Promise; More Outside missions – Do we have plans for future missions helping those in need in our community (i.e., Drug issues, sexual issues, depression, counseling); engagement beyond our parish; Lack of Missionary Ministry that I am aware of.

3 - FAMILY ISSUES - Cultural Orthodoxy/low attendance among many families?; Lack of Clear Discipleship Plan for Young Families; Intentional or organized parenting help and/or child-rearing mentoring seems lacking in my opinion.

2 - SECURITY - Security. More camera security inside and outside the church buildings. Physical security – many churches have been damaged; Violence is becoming an acceptable trend toward Christians. Do we have a plan if an attack happens? If we have a plan, do we train against that plan? Do we train periodically and review the training?

2 – FESTIVAL - All of our time as a parish goes to the Greek Fest. There has to be a better way; Our annual Greek festival is a positive effort, but it is three days once a year; We should be continually looking for ways to talk up our church within the Greek community of north Georgia and improve our church's image;

ONE-OFFS

- ~ Senior citizen involvement – need a ministry to keep them active;
- ~ Most just end up supporting the other Greek church activities or nothing at all;
- ~ Lack of addressing the 2020 lockdown and its ramifications...facing the health issues that are increasingly more apparent worldwide due to the mRNA products, and simply acknowledging what we as a church body may be faced with. What will we do if government-led closures and restrictions happen again?
- ~ Parishioners are watching Liturgy on-line;

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- ~ Presvytera not engaged within her own parish—have heard people express distrust and lack of personal engagement because of this;
- ~ Economy;
- ~ Public School System;
- ~ need a list of business directory to support each other
- ~ Greek school